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Leadership behaviors and its effects on employees' happiness

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Abstract: Leadership behavior has a critical role in the creation of successful organizations (Larsson & Vinberg, 2010). The positive leaders can influence their followers and make them happy; which will be reflected in their performance and productivities of the organization positively. Leader mode can have a deep impact on people's outcomes, so they should be aware of its effects and use efficiently to motivate their followers, and also to let them express their creativities in the way that can make a profitable impact for everyone. The leader can create a healthy environment, which has long-lasting effects on the organizations, and the leader encourages employees' to invest in themselves, in order to contribute in company success. In order to achieve a great outcome, the followers need 4 things from the leader: Trust, compassion, stability, and hope (Rath & Conchie, 2008).

Identification of the Issue

The Need

Any successful organization today is based on its leadership style and behavior. In our rapid changing environment, we need the leaders who can affect their followers positively to ensure that everything is perfect. Leaders should work on strategies and practice that to help people and organization, to accomplish deep changes that will affect organization performance positively and increase the revenues. A leader behavior is an important part of their personality that can have a huge impact on people's lives.

Statement of Research Problem

This research will investigate the relationship between the leaders behavior and employees' productivities and job satisfaction. Any person who wants to gain more knowledge about leadership behavior and its effects on work environment will benefit from the findings of this executive report by being able to implement the positive leadership behavior and learn how to become an effective leader.

Credibility

In this research, articles and case studies were examined to find the information. The evidence presented will show the advantages of the positive leadership behavior in the organization and the employees'. The cited information presented, comes from valid, credible, and scholarly sources. The findings will be summarized in an outline to indicate the positive leader behaviors in organizational productivity.

Literature Review

Eight sources are included in this research to find the importance of positive leadership behaviors and how it affects the group performance, also the impacts that happy leaders have on people outcomes when they create positive climate within the organization. Those sources also provide examples of existing method of affect of positive behaviors from the literature found, where answers to the following questions were found:

1) Does happy leaders boosts employees' performance?
2) Does positive behaviors of leaders affect job satisfaction?

Variables for Hypotheses:

Dependent Variable	Positive behaviors of leader in work place
Independent Variable	Employees' happiness (include performance, productivity, and job satisfaction)
Extraneous Variable	Male or female leaders, general mode.

Importance of leadership

Creating the future is the leaders job to make it happen and get things done. The effective leadership is the heart of any organization in today business world. The positive leaders help business to be successful and also to improve the employees' performance within any organization. Larssona and Vinbergb (2010) stated," Leadership is an important factor for organizations", which shows the role that leadership plays in the journey of success in accomplishing the plans and achieving the goals to make a visible change.

Positive behaviors of leader and its impacts

Happy leader can be a powerful tool to motivate the employees' work hard to achieve the goals. Leader's positive affect has been shown to increase group performances (Visser , Knippenberg, & van Kleef, Wisse, 2012) Positive behaviors have direct impacts on people in any organization because it makes employees' feel good which raise their performance to meet the plan. Van Kleef ,Homan, Beersma,& van Knippenberg (2010) mentioned, "Emotional expressions play an important role in regulating social behavior (Keltner & Haidt, 1999; Van Kleef, 2009). This is especially true of emotional

expressions made by people in power". Authors mean that the king, presidents, and organization's leaders behaviors, can have affect people around them, so always the successful people tend to show their positive emotions to assure that people will it receive positively. High performance is one of the results of positive leader personality. In several studies, the scholars found positive emotional displays have beneficial effects. Leaders' expressions of happiness increased followers' ratings of the leaders' effectiveness (Van Kleef Van Kleef ,Homan, Beersma,and van Knippenberg, 2010). On other hand, the

negative leader's emotion will make the workplace worse which also minimize the individual's perofomance. According to Visser , Knippenberg,van Kleef, & Wisse, (2012) mentioned "Negative leader affective displays have been shown to decrease both follower assessments of their leader's effectiveness (Lewis, 2000) and follower performance (Johnson, 2009)."

Happy leaders and job satisfaction

Positive leaders wherever they work, create healthy climate for everyone work with them. the leaders help to encourage employees' in boosting their performances to meet their goals. According to smith ,Bryan,&Vodanovich (2012) mentioned," prior research indicated that the presence of positive leadership related to a stronger climate of safety as leaders were more involved in the modeling and cultivation of safety procedures and policies". They are the source of knowledge, which help to distribute helpful information to increase individual's knowledge is one of the ways to make them satisfied. Also, leaders let people improve themselves by learning new skills that will be helpful to them in their career path, which shall reflect on their outcomes positively. Chen (2004) said, employees will generally be satisfied with their jobs and committed to their organizations if they are content with the nature of the work itself, are satisfied with their supervisor and co-workers, and perceive current pay policies and future opportunities for promotion, within their firm, to be adequate"(p.434)

Conclusions

The literature research provided answers to show the importance of leadership in any organization, and how positive mood of leader can have affect on employees' performances. The implications of the findings of this research are that having a positive leader to increase the productivity is important and the need for happy leaders is greater, because of the competition in business environment.

Approaches

There were two cases researched that presented successful outcome of positive leader's mood on performance and job satisfaction, and how it changed the organization performance in general, to accomplish more tasks.

Implications of Findings

This executive report examines the importance of positive leadership and how to identify a positive leader. Also, the implications of findings suggest that happy leaders are essential to any successful organization. Positive leadership skills can be generated through practice and learning.

Recommendations

The recommendation is to implement a positive leadership style, which can be used to lead successful organizational change.

Successful organization should try to create that kind of leader will help to increase the positive outcomes.
Training can help employee to enhance their leadership skills that can have great results.

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